

Manitoba's Pay Equity Act (1985) — Canada's First Proactive Public-Sector Pay-Equity Law

Gender Equality · Good practice · Canada

Quality score: 63/100

Evidence strength: Moderate

Summary

Manitoba's 1985 law required job-evaluation and wage adjustments for female-dominated public-service jobs; 4,900 women received raises at a cost of \$16 million over four years. Narrow scope left many workers out.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-05

[Government of Manitoba](#) — accessed 2026-10-05

[The Pay Equity Act \(C.C.S.M. c. P13\)](#) — accessed 2026-10-05

[CBC Archives: Manitoba pay equity for its civil service](#) — accessed 2026-10-05

[Pay Equity in Manitoba \(CanLII commentary\)](#) — accessed 2026-10-05

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